

# **EXHIBIT 210**

to the Declaration of  
Lisa J. Cisneros in Support of  
Plaintiffs' Opposition Briefs

**REDACTED VERSION**

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# Adobe® Q1 Workforce Metrics

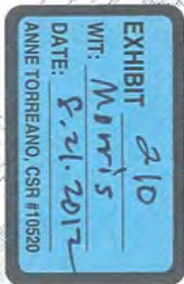
*As of 4 March 2005*

**Theresa Townsley**  
**SVP, Human Resources**

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210.1

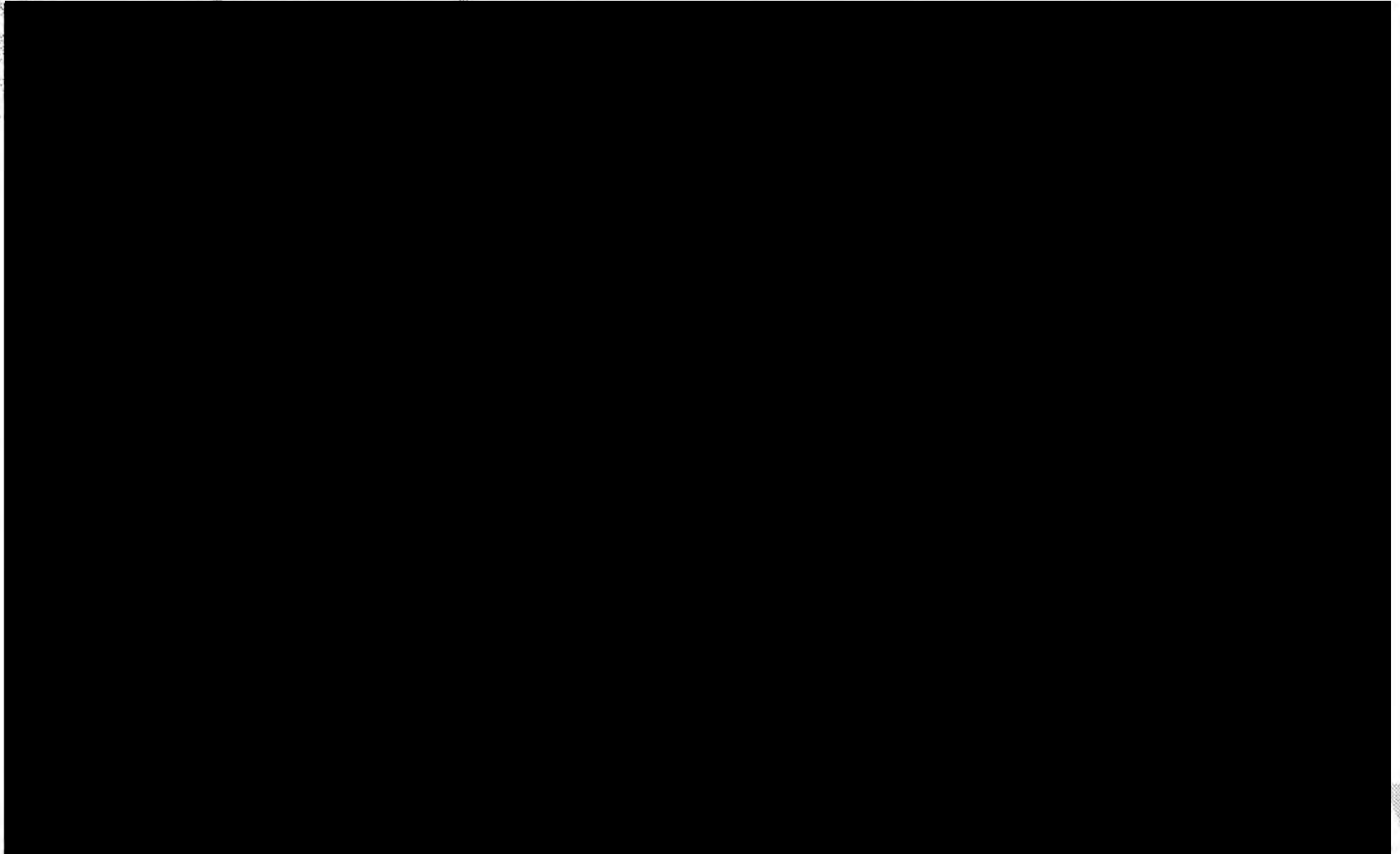
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ADOBE\_000611



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# Talent Acquisition

## Regular Reqs Filled Last 4 Quarters



21D.2

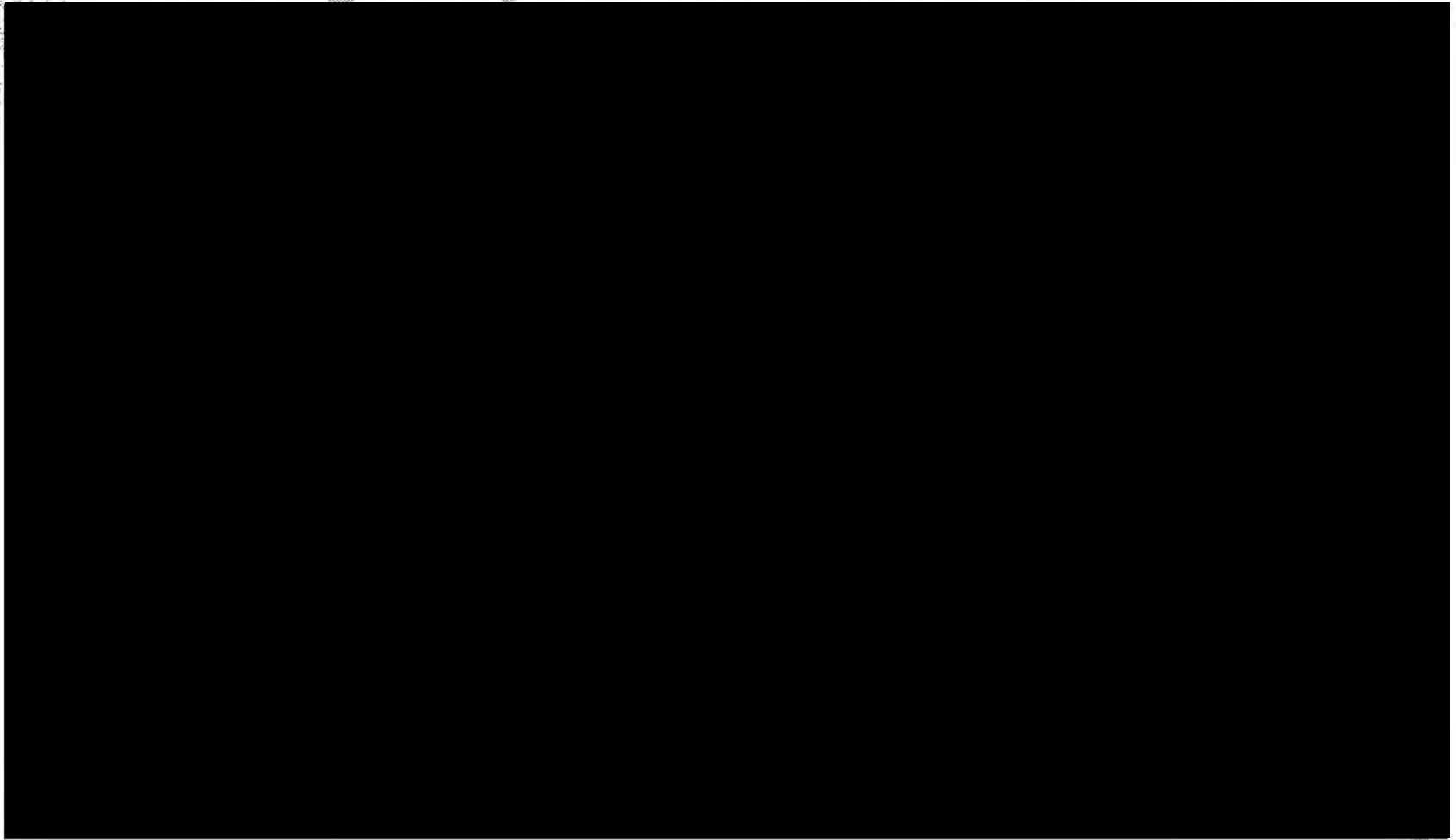
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# Talent Acquisition

## Average Days to Fill - Last 4 Quarters



210,3

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# Talent Acquisition – Sources for Filled Regular Requisitions

Source of Filled Regular Requisitions	2008-09	2009-10	2010-11	2011-12
[REDACTED]				

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JID.Y

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# Talent Acquisition

## 15 Most Common Previous Employers

Previous Employer	2004 Q2	2004 Q3	2004 Q4	2005 Q1	Grand Total
					

Does not include Temp to Reg or Acquisition

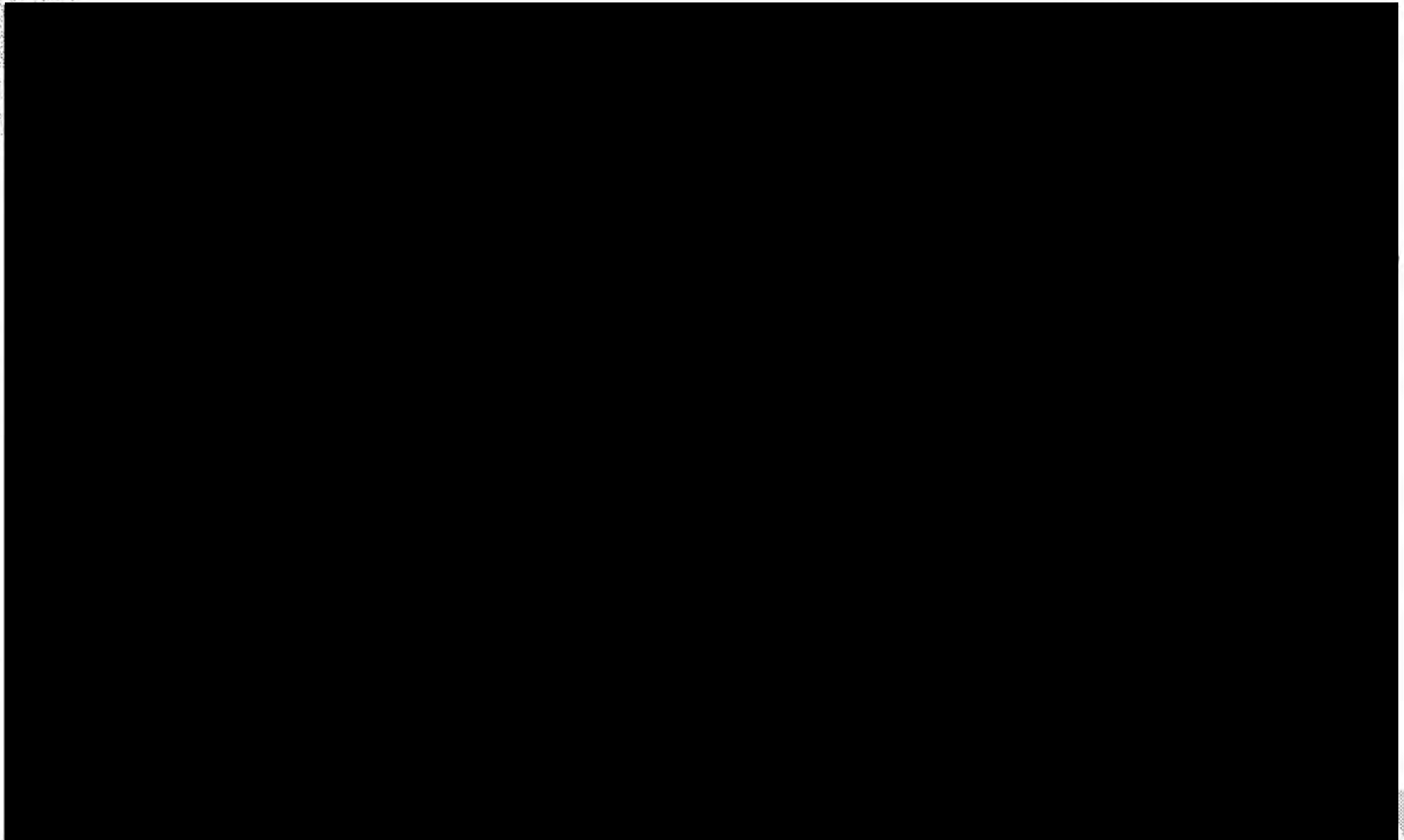
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JID.5

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By E Team Member  
Regular & Intern Employees Worldwide



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# By Geography

## Regular & Intern Employees



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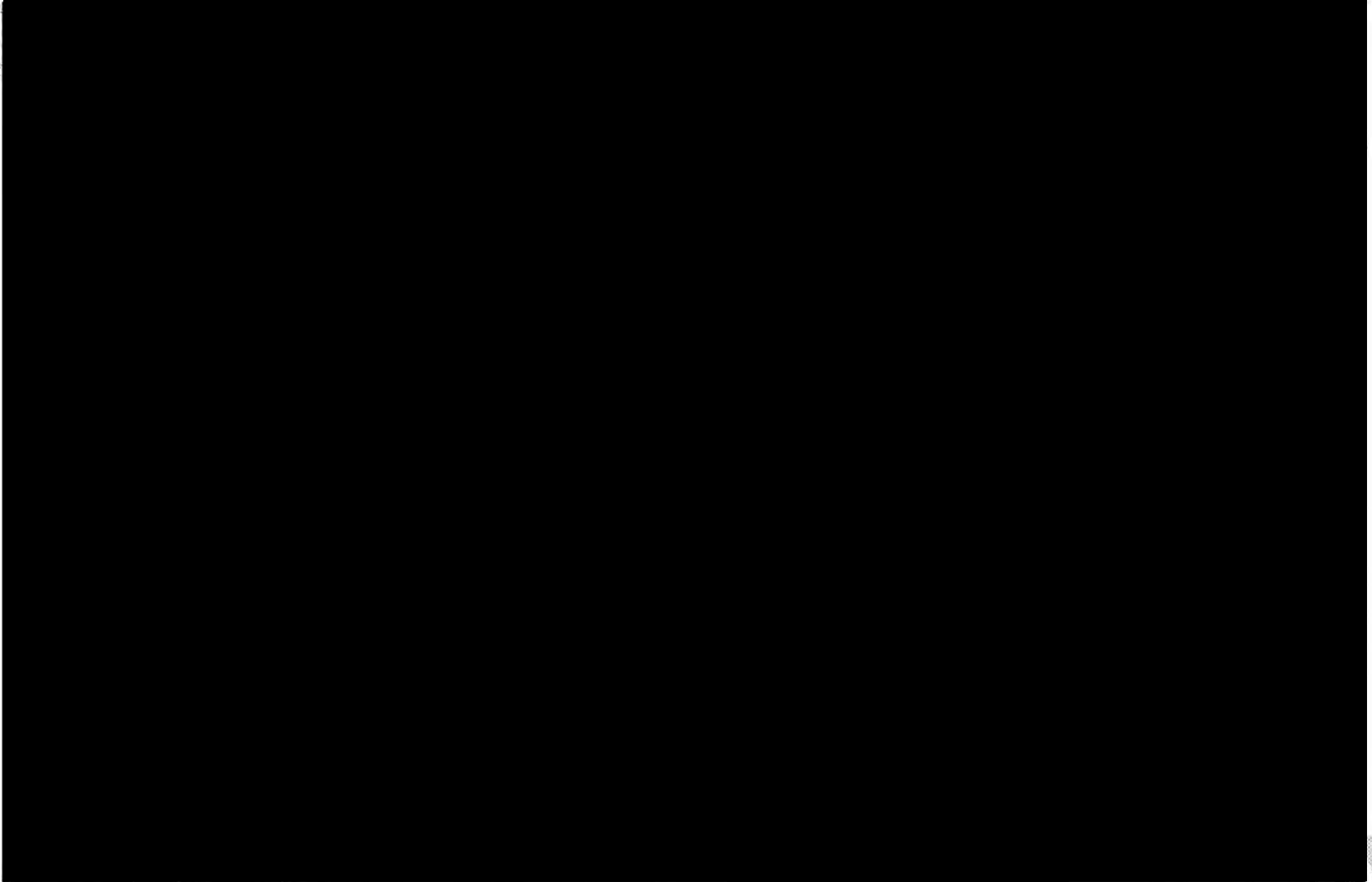
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# Full Years Since Hired by Adobe Regular Employees– as of Q1 2005

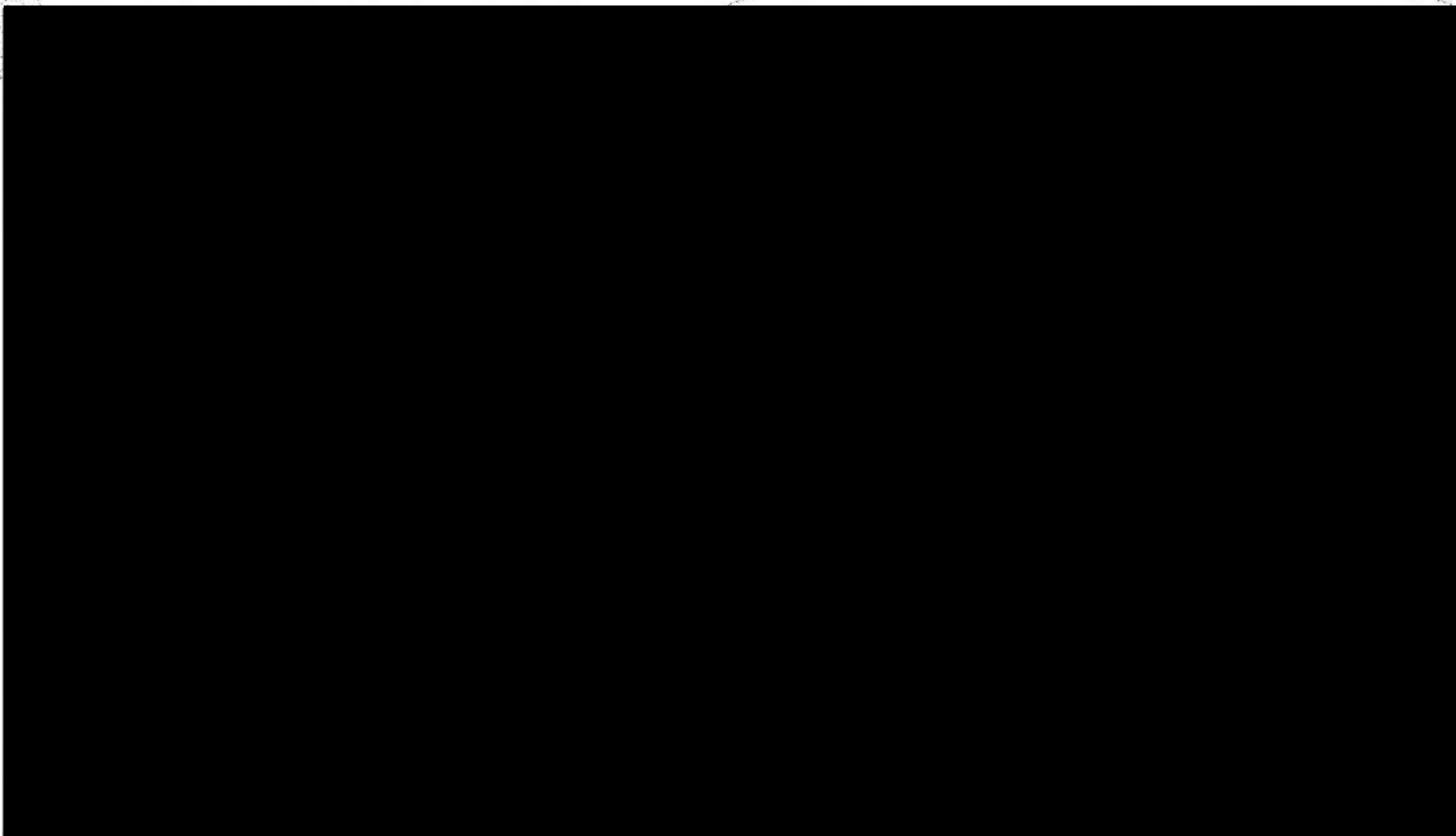


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# Worldwide Worker Trend Last 4 Quarters



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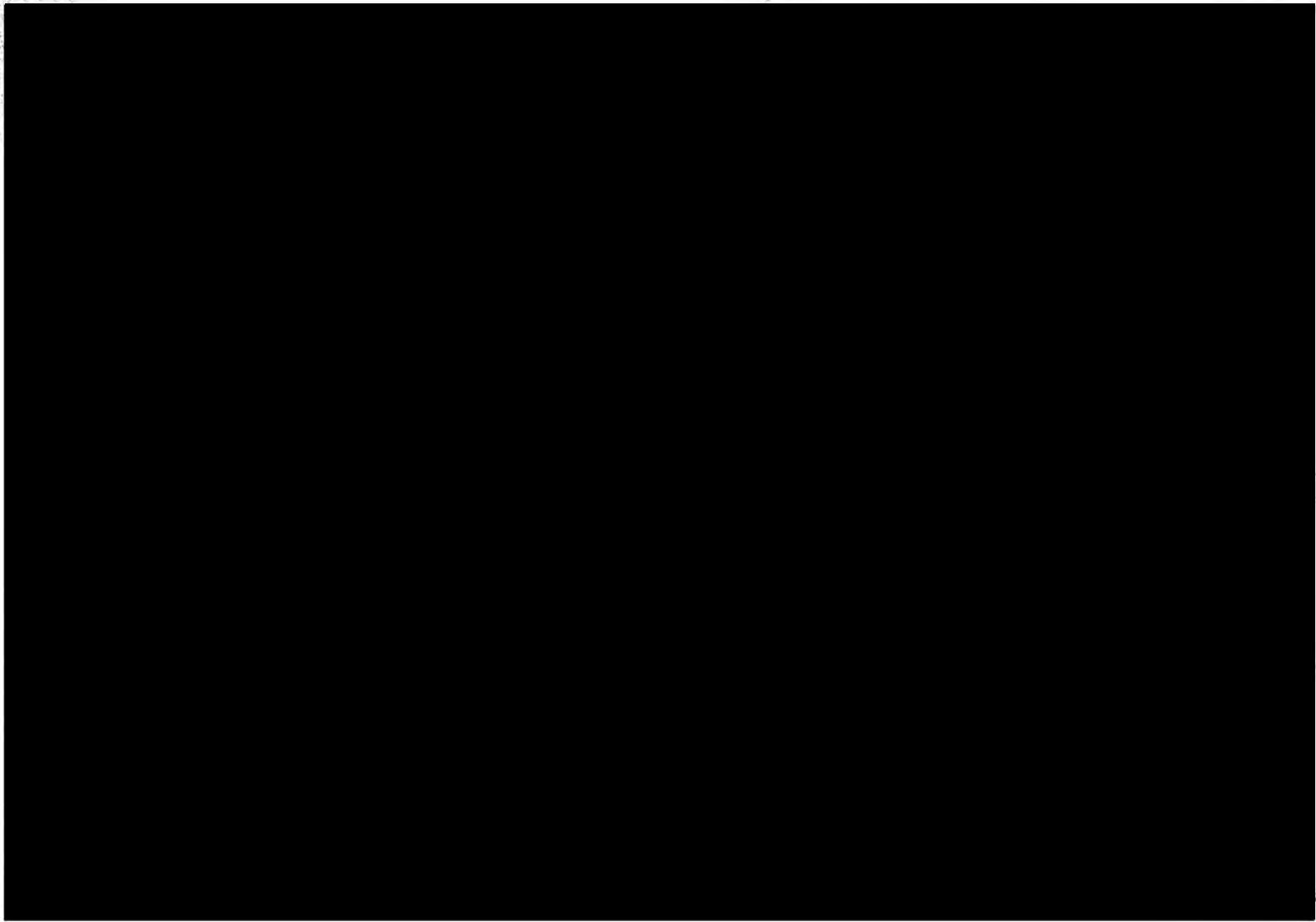
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# Worldwide Voluntary Attrition Regular Employees – Last 3 Years



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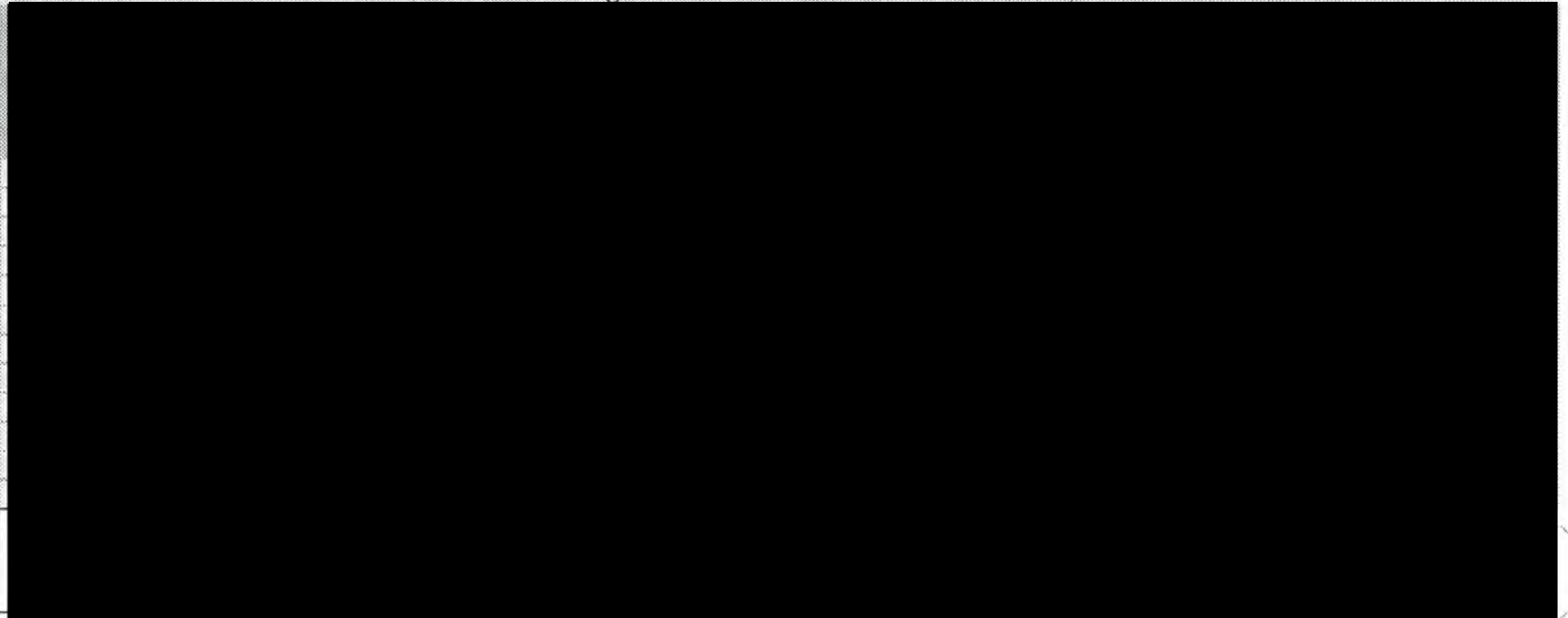


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# Worldwide Attrition

## Regular Employees – Last 12 Months

Worldwide Regular Attrition Data as of March 4, 2005



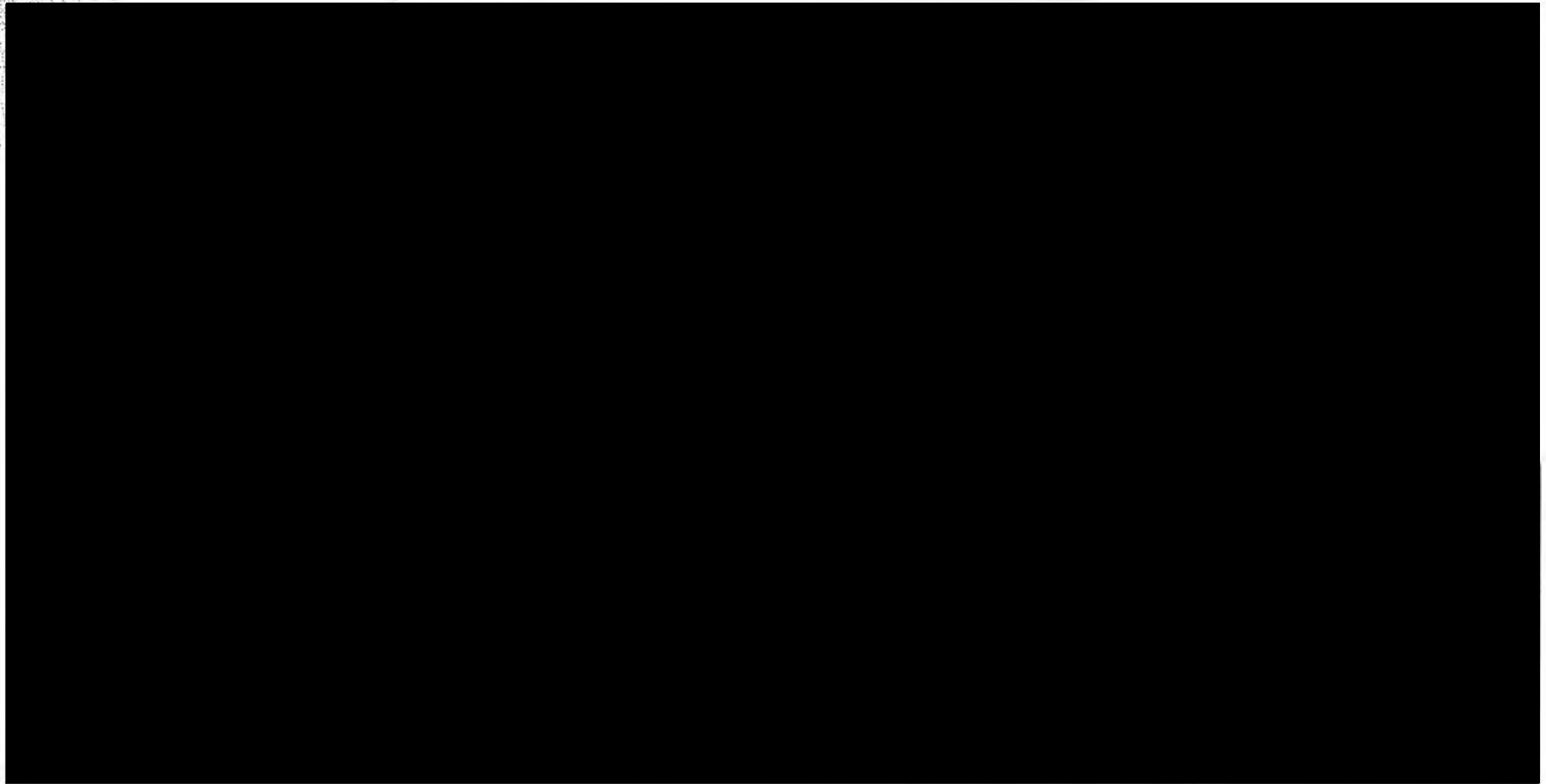
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# Worldwide Attrition – Last 4 Qtrs Regular Employees By Ranking



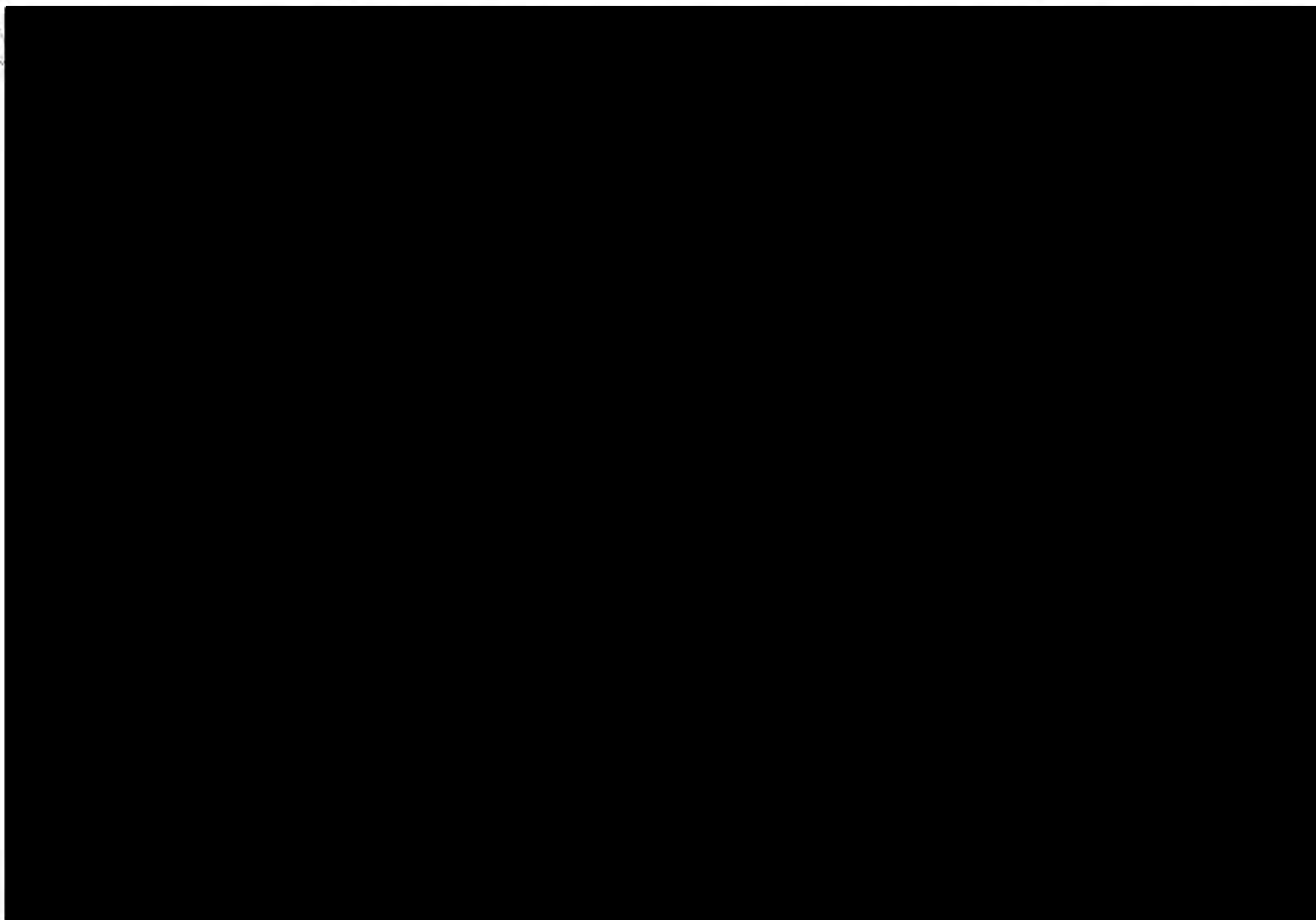
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# Reasons for Leaving Voluntary Terminations Last 4 Quarters



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